NORTHWEST WASHINGTON SYNOD
5519 Phinney Avenue North
Seattle, Washington 98103-5899
(206) 783-9292

"Soundings"

GRADUATE THEOLOGICAL UNION LIBRARY
BERKELEY, CA 94709
DEC 13 REC'D

Lowell E. Knutson, Bishop
L. Paul Bartling, Assistant to the Bishop

Donene Blair, Executive Assistant
and "Soundings" Editor
Bobbie Domenico, Office Assistant

LEVEL ONE

Volume IV, Issue 10 NOVEMBER, 1991

SYNOD STAFF IMPROVES TEAMWORK!

By Donene Blair

The synod staff (minus the Bishop, due to his accident) recently had the opportunity to particiate together in the multiple staff workshop, "Improving Shared Ministries", led by Dr. Anne Marie Nuechterlein of Wartburg Theological Seminary. Drawing on her experiences as parish deaconess, campus pastor, parish pastor, and seminary professor, Dr. Nuechterlein shared with us many insights and practical ideas for cultivating good staff relationships.

Our first task was to take the Keirsey Temperament Sorter (a derivative of the Myers Briggs Inventory) to determine each person's preferences and mode of operation in the workplace. Next, we learned about the importance of differentiating ourselves as individual staff members. We need to have a clear identity to be able to state what we believe and feel and be clear about our own values.

We were asked to write down our highest priorities in our personal life and in our staff life, and to discuss what values our staff consciously or unconsciously cherishes. (Values become very evident when a staff is coping with stress or conflict.) We examined together how our staff uses its resources and energies to maintain and communicate our values.

Dr. Nuechterlein talked with us about reviewing our staff history--when there have times of blossoming, times of wounding, and times of staff conflict. We were asked to imagine our staff as one living person--what would that person look like? Old/young, male/female? What clothing, expressions, and body language would be present?

We were also invited to explore losses and secrets (recent and past) that the staff has experienced. Are these losses openly discussed and viewed as natural and to be expected, or as intrusive and unfair? How does the staff respond to these losses (secrets)?

We learned how to create a hospitable place for staff conflict. We can transform conflict into an opportunity for growth if we feel free to take risks, build trust, be honest, and negotiate.

Your synod staff was grateful for the time away from the office to examine our values and goals and strategize how to accomplish them. Hopefully, the end result will be that our staff will function more smoothly, and that this will be reflected in our service to synod congregations, pastors, and associates in ministry.

N E W S

FORMER WISCONSIN BISHOP RESIGNS

The South-Central Synod of Wisconsin accepted the resignation of Lowell H. Mays from the ordained ministry, two days before he was scheduled to go before a discipline committee hearing on charges of "conduct incompatible with the character of the ministerial office." His resignation from the clergy roster terminates the jurisdiction of the discipline committee. Mays served as bishop of the synod until he resigned without call amid allegations of sexual misconduct.

In submitting his resignation, Mays requested that the effective date be November 1992, which would have allowed him to complete 30 years as an ordained Lutheran minister and 20 years as a chaplain in the Navy Reserve. That request was denied.

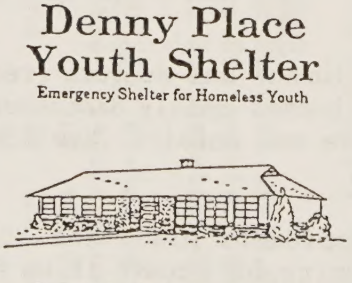
ANNOUNCEMENTS

"SOUNDINGS" DEADLINE

Information for the "Soundings" must be submitted to the synod office by the fifth of each month to be included in that month's edition. Our goal is to have the completed newsletter to the post office by the 15th of the month. Please plan your publicity far enough in advance to meet this deadline. Thank you!

DOWNTOWN SEATTLE YOUTH SHELTER OPENS

We are pleased to announce that the Denny Place Youth Shelter opened its doors on November 18 to serve downtown Seattle homeless youth between the ages of 12 and 17 years old.



Denny Place will provide a safe place to sleep, food, counseling, and information and referral services nightly for 15 youth

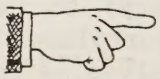
(continued next column)

DENNY PLACE (cont.)

who have no other shelter options, and who are currently involved with other street youth-serving agencies. Denny Place seeks to be an avenue for youth to leave the streets, and will assist them, whenever possible, to create long-term housing alternatives. The shelter will be staffed by well trained paid and volunteer staff.

Denny Place is located in the annex to Denny Park Lutheran Church, and is administered by Catholic Community Services. Funding has been received from churches of many different denominations, from the City of Seattle, several businesses, private foundations and private citizens.

ATTENTION!



Several of the blue Marty Haugen "Vespers" books which were used at the October 28 Bishop's Convocation closing worship have disappeared. If you mistakenly took one home with you, clearly marked with the name and address of the congregation which owns it, please return it to that congregation or to the synod office immediately.

We rely on the generosity of our congregations in sharing their resources for these synod-wide events. These congregations own these materials and would like to have them back! Thank you.

SPEAKER ON INDIA AVAILABLE TO CONGREGATIONS

A member of Emmanuel Lutheran in Tacoma, ROLAND TOBIASON, has just returned from a Lutheran World Relief study tour to India. Together with visits to many LWR programs and projects in India, Roland's group was received by Mother Teresa, who rarely has audiences anymore.

Roland would like to share his experiences with congregations or groups in western Washington. Hosting groups would only be expected to compensate him for mileage. He can be reached by calling 564-5837.

MORE ANNOUNCEMENTS

SYNOD FIGURES FOR ANNUAL REPORTS

The ELCA Commission for Financial Support has offered an Annual Meeting Report Cover as a resource for congregations to educate members about how their gifts are at work, synodically and churchwide. In past years the report cover included a page for information regarding the synodical budget. The 1992 report cover will include only information about dollars at work in the ELCA churchwide expression. The synodical figures are included in this issue of "Soundings", and can be duplicated by your congregation for distribution in your annual report.

A COMMITMENT TO GROW TO THE GLORY OF GOD

The order number from the ELCA Distribution Service for the report covers is 69-0383.

ALTERNATIVE ARTS AUCTION

The fifth annual Alternative Arts Auction is coming up early next year--Feb. 8--at Gethsemane Lutheran Church, Seattle. This auction benefits Lutheran Peace Fellowship and the Lutheran Social Ministry Program of Lutheran Social Services.

Donations of fine arts, quality crafts, pottery, paintings, and weavings are welcome. Please call 672-6009 if you can make a donation. Thank you.

TOUR OF THE GREAT CITIES OF EUROPE

See the sites of central Europe and the land of Luther with a small personalized tour sponsored by Pacific Lutheran University May 26-June 19, 1992. Tour limited in size. Contact Dr. Mark Reiman, PLU Department of Economics, 535-9844; or Pastor Gary Rothenberger, 776-2444, Gloria Dei Lutheran Church, Alderwood Manor. Call by December 1, 1991 for information and brochures.

WORLD HUNGER CHRISTMAS CARDS

The ELCA Hunger Program announces that World Hunger Christmas cards are available at no charge. Artists from Ethiopia and India created two different 5 x 7 full-color cards with the inscription, *A gift*

(continued next column)

CHRISTMAS CARDS *(cont.)*

ELCA WORLD HUNGER

has been presented in your honor to the Lutheran World Hunger Appeal to help prevent and alleviate hunger in the world.

Packets of 25 each are FREE. Order Ethiopia picture (67-8363) or India picture (67-8364) from the ELCA Distribution Service, (800/328-4648). Then offer a gift to the ELCA Hunger Appeal. This will be the last year these particular cards will be available.

ENGAGED ENCOUNTER WEEKENDS

The Synod Office frequently gets requests for information regarding Engaged Encounter. The contact people are Luke and Donna Lucas, 825-7389. Encounter weekends will be held at LOMA in Issaquah November 8-10, 1991; April 10-12, 1992; and October 16-18, 1992. The date for an Encounter weekend to be held at Camp Berachah in Auburn is May 15-17, 1992.

DIACONAL YEAR PROGRAM

For almost 35 years the Diaconal Year Program has served agencies and parishes with volunteer associates who give of themselves using their talents and experience to serve the Lord and the Church. They serve as activities aides, teachers, parish assistants, house managers in shelter agencies, emergency food assistants, and choir directors.

The Diaconal Year is a program of the Deaconess Community of the ELCA. Individuals 18-75 years old who are high school graduates with work experience, free from financial and family responsibilities for one year and willing to use their experience and skills to serve the church wherever needed may apply. They serve without salary, but room, board, and a small stipend are furnished.

Write for information to the Deaconess Community, 801 Merion Square Rd, Gladwyne, PA 19035-1599, or call (215) 642-8838.

IN YOUR 1992 BUDGET?

The Region I conference for Lutheran lay ministers is scheduled for May 11-14, 1992

(continued next column)

LAY MINISTERS CONFERENCE (cont.)

at the Cascade Conference Center in Yelm, WA. Cost is $125. All lay church staff workers are invited. In recent years synod and regional lay staff have participated with congregational staff persons in this unique opportunity for education and peer support. Keynoter will be Dr. Bob Schmidt of Concordia College, and the Bible study leader will be Pat Lelvis of Lutheran Bible Institute.

THE ELCA STUDY OF MINISTRY

A reminder that the 50-page booklet The Study of Ministry-Study Edition which was mailed to all congregations this summer contains a 6-page response form in the back of the book. This study was prepared for the Churchwide Assembly last August. All ELCA members are invited to send their responses in before December 31, 1991 to the Office of Research, Planning, and Evaluation, 8765 W Higgins Rd, Chicago, IL 60631.

This is your opportunity to express your ideas about the three proposed options for ordering ministry in the ELCA, which pertains to clergy, associates in ministry, and laity. If you do not have a copy of the Study of Ministry, call the ELCA Resource Center, 1-800-NET-ELCA.

OPPORTUNITIES TO SERVE REFUGEES

The Lutheran Refugee Program of Washington State has many volunteer opportunities waiting for you. They need English tutors, mentors/friends for a refugee family, transportation to appointments and for furniture moving, office assistants, and employment assistants to help refugees complete job applications and accompany them to interviews. Also needed are in-kind donations (furniture, blankets, winter coats, kitchen and other household items), storage space, refugee employment, and transitional housing.

If you can help, please call Maria Francis, Coordinator, 547-5306.

UPCOMING EVENTS

COLUMBIA LUTHERAN HOME HOLIDAY BAZAAR

Don't miss the annual Holiday Bazaar on Nov. 23 from 9 am to 3 pm, a benefit for the residents of Columbia Lutheran Home. You'll enjoy eating scrumptious Swedish pancakes and homemade pies, savoring traditional lefse or a freshly made deli sandwich. While you eat you'll be entertained by Scandinavian folk dancers, an accordion player, and children's entertainment. A raffle will be held for a cruise to the Bahamas. Columbia residents, their families and staff are also preparing gifts and ethnic foods. Come and join the fun!

MESSIAH FOR RELIEF

Messiah for Relief, a non-profit group of volunteer singers, is pleased to announce its series of performances of Handel's *Messiah*. The group will be performing on Dec. 1, 6 and 7 at three area churches: Gethsemane Lutheran in downtown Seattle, St. Joseph Church on Capitol Hill, and Christ Church in Northgate. All concerts will be at 7:30 p.m.

Messiah for Relief does not charge admission. A free will offering is taken during the performance, but the proceeds do not benefit the group. All fees and overhead costs for the concert series are paid by corporate contributions and the dues of choir members. This allows all proceeds to be donated to charity; in the case of this series, the recipient is Northwest Harvest.

"This is the way Handel would have wanted," says choir director Lynn Hall. He notes that when the *Messiah* was originally performed, the performances were to benefit the Foundlings' Hospital, not for any monetary gain. The Messiah for Relief choir consists of over 50 singers. New members are always welcome, especially tenors and basses.

They are always interested in corporate or personal sponsors. If you are interested, please contact Lynn Hall at 365-6451 or Bill Cranston at 723-5203.

MORE EVENTS

CHRISTMAS FESTIVAL CONCERT

You are invited to share in a festive evening of worship and music in celebration of the birth of our Lord and Savior, Jesus Christ. On Sunday, Dec. 8, at 3:00 p.m. and again at 7:00 p.m., the combined choirs of Harbour Pointe Lutheran Church, Mukilteo, and Gloria Dei Lutheran Church, Alderwood Manor, will present a program of word and song with selected anthems and carols. The highlight of the concert will be the singing of the *GLORIA* by Vivaldi. A chamber orchestra will accompany the choirs.

The 3:00 performance will be held at Harbour Pointe Evangelical Lutheran Church, 5425 Harbour Pointe Blvd in Mukilteo (353-5253). The 7:00 performance will be held at Gloria Dei Lutheran Church, 3215 Larch Way, Alderwood Manor (672-8187). Please call either church for directions or information.

A free will offering will be received to defray expenses; remaining funds will be donated to local food banks.

PLU CHRISTMAS FESTIVAL CELEBRATION

Pacific Lutheran University's annual Christmas Festival Celebration will be held in Seattle on Sunday, Dec. 15, at First Presbyterian Church, 1013 - 8th Ave. Ralph Vaughan Williams' "Hodie," an oratorio-style Christmas story for choir and orchestra, will be one of the highlights, performed by the Choir of the West, University Chorale, and University Symphony Orchestra.

Ticket prices at the door are $6 for adults and $4 for seniors, students, and children. Advance sale prices are $5 and $3, and can be purchased at many Seattle-area ELCA churches or by mail. Send a check and self-addressed envelope to Christmas Festival Celebration, Pacific Lutheran University, Tacoma, WA 98447. For more information, call 535-8410.

CONTINUING EDUCATION

AN ECUMENICAL EVENT

Here is an exciting ecumenical opportunity. JIM FOREST is an American journalist now living in Europe. As an author and lecturer, Jim has established himself as a foremost authority on the life of Trappist Monk Thomas Merton, and on religion in Russia as it emerges in the era of perestroika. Jim's recent article, "Russian Transfiguration", provided important insights into the role of the Russian Orthodox Church in the attempted coup.

Jim Forest will be lecturing in Seattle on Nov. 23 at the Assumption Greek Orthodox Church, 13th and East Howell (one block south of Denny on Capitol Hill). This event begins at 9:45 a.m. with a Service of the Third Hour. He will speak on Thomas Merton at 10:30 a.m., followed by discussion and lunch. At 1:30 p.m. he will speak on religion in the new Russia, followed by discussion and Service of the Ninth Hour at 3:00 p.m.

This event is sponsored jointly by Assumption Greek Orthodox Church, the Northwest Theological Union, and the Institute for Theological Studies. Call 323-8557 to register for a fee of $10.00.

CONVERSATIONS ABOUT AIDS

Seattle Lutheran High School and the LSS Social Ministry Program are sponsoring "Conversations about Aids--in Your Family, in Your Church" on Sunday, Nov. 24, 2:00-6:00 p.m. at Seattle Lutheran High School, 4141 - 41st Ave. SW. Cost is $15/person. A portion of the proceeds will support special AIDS education at the high school, and the Multifaith AIDS Project of Seattle.

Topics will include basic information about AIDS; attitudes toward persons with AIDS, gays, and IV drug users; a panel of persons living with AIDS; how to talk with kids about AIDS; and creating community in a congregation. For information call Naomi Maasberg at LSS, 672-6009, or Robert Christian at the high school, 937-7722.

MORE CONTINUING ED

A WEEKLY GATHERING FOR MEN

Counseling Associates of Lynnwood (Dr. Charles R. Davis, facilitator) has scheduled "A Weekly Gathering for Men--Toward a Sexual Spirituality" from Jan. 8 to Mar. 25, 1992. This small gathering of men will covenant to meet for 11 weeks to reflect upon the book, Intimate Connections by Robert Nelson. This gathering of men is intended to assist its participants in the development of a deeper understanding of, a greater appreciation for, and a personal integration of sexuality and spirituality.

Meetings will be held Wednesday evenings, 7:15-9:15 p.m., at Trinity Lutheran Church, 6211 - 196th St. SW, Lynnwood. Registration is $40/week or $220 for the total series. 10% discount for registrations received by Dec. 10, 1991. To register, call Dr. Davis at 778-8622.

WINTER SPEAKER SERIES

First Evangelical Lutheran Church in Mount Vernon announces their Winter Speaker Series, Jan. 12-14, 1992. DR. JAMES LIMBURG, Professor at Luther Northwestern Theological Seminary, will speak on "Jonah, the Reluctant Prophet". Each session begins at 7:00 p.m. A pastors' brunch is set for Tuesday morning, Jan. 14, at 9:00 a.m.

CONTINUING ED EVENTS AT PLTS

Preaching Days will mark Epiphany with worship and workshops on Jan. 6-7, 1992. DR. RICHARD THULIN, professor of the art of preaching at Gettysburg Seminary will preach and discuss his homiletical methods. Also featured will be workshops by the Rev. GEORGE HOYER, PLTS professor emeritus and DR. ROBERT SMITH, professor of New Testament. Registration is $100, which includes program, meals, and closing banquet.

January Intersession Courses include Tolstoy as Artist and Theologian, Introduction to Art and Faith, and Youth Ministry. These classes are offered Jan. 6-21. Media Culture and Parish Reality, taught by Richard Jensen of

(continued next column)

CONTINUING ED AT PLTS (cont.)

Lutheran Vespers radio program, will be offered Jan. 20-24. Discipling in the Parish, taught by President Jerry Schmalenberger, will be offered Jan. 27-31.

Call Pacific Lutheran Theological Seminary at (415) 524-5264 for information on how to register for these events and classes.

FAMILY MINISTRY CONFERENCE

Plan now to attend an important family ministry conference Feb. 7-9, 1992, at Lutheran Bible Institute in Issaquah. DR. MERTON STROMMEN, founder of the Search Institute and author of the acclaimed Five Cries of Youth and Five Cries of Parents will be "Strategies for the 90's: Church and Family".

This event is designed to train congregational leaders "to strengthen the life and faith of families through increasingly effective youth and family ministry. Like last year's "Youth-Friendly Church" event with Dr. Rollie Martinson, this event is intended for congregational youth ministry teams, or several key congregational leaders.

Cost will be $95, with $15 scholarships available from Lutheran Brotherhood. Registration materials will be mailed in December. Contact Dave or Boots if you have questions, 624-0093.

CALLING/CARING LAB II

The founder of the Calling/Caring ministry program, DR. JOHN SAVAGE and JOYCE SAVAGE will be leading a Lab II at Trinity Lutheran Chjurch in Lynnwood June 19-21 and June 26-28, 1992. This will be the first time the Savages have led a workshop in our area.

The Lab II level of training instructs individuals in training others in this ministry, so tht a whole program of visitation may be maintained in congregations. Calling/Caring equips lay people for attention to active, less active, and inactive members; for responding to guests and other non-members referrals; and for enriching the fellowship of the worshipping community.

Completion of Lab I training is required prior to attending Lab II. Contact Diane Hastings at 778-2159 for more information.

MORE CONTINUING ED

ACADEMY FOR EVANGELISTS CONFERENCE

In its sixth year, the Academy for Evangelists announces its 1992 conference under the theme, "Witness to the Nation!" on July 20-23. Featured speakers will include DR. HERBERT W. CHILSTROM, Bishop of the ELCA; DR. TEX SAMPLE, Professor of Church and Society at St. Paul Seminary in Kansas City, MO; and DR. WALTER TAYLOR, Professor of New Testament at Trinity Lutheran Seminary in Columbus, OH.

To be held in Washington, D.C., the conference program includes presentations, workshops, evangelism challenges and experiences, Bible study and worship. There will be opportunity for sightseeing, also. Participation is open to all pastors, associates in ministry, and laity who are committed to congregationally-based evangelization.

Inclusive cost is $425, which includes hotel, most meals, all lectures and workshops and off-site evangelism experiences. Deduce $20 if you register before April. Members of the Academy may deduct an additional $20.

For more information, write to The Institute for Mission in the USA, Trinity Lutheran Seminary, 2199 E Main St, Columbus, OH 43209; or call (614) 235-4136.

RESOURCES

FREE COURSE ON WORSHIP AND EVANGELISM

SELECT is offering a free one-session course (2 hours) to groups of 3 or more clergy and/or associates in ministry. Titled "Worship and Evangelism", the video presenters are JAMES CAPERS, ELCA Director of Evangelism/Outreach; JOHN YLVISAKER, composer, writer, developer of contemporary worship forms; and WALTER BOUMAN, professor at Trinity Lutheran Seminary. This course uses video presentations, brief readings and a study guide to lead a group through a stimulating continuing education experience. Write or call SELECT, 2199 E Main St, Columbus, OH 43209; (614) 235-4136.

MORE RESOURCES

See Grow Serve to the Glory of God

HIGHLIGHTS OF CHURCHWIDE ASSEMBLY ON MOSAIC

The most recent MOSAIC includes a segment on the ELCA Churchwide Assembly in Orlando. The video is an interesting way to give members of your congregation a first-hand look at the activities of the Assembly. If your congregation does not subscribe to MOSAIC, a copy of the video may be borrowed from the Region I Resource Center by calling 624-0093.

MORE RESOURCES FROM CHURCHWIDE ASSEMBLY

The front page of the November issue of "Seeds for the Parish" mentioned several resources from the Churchwide Assembly which are now available from the ELCA Distribution Service by calling 1-800-NET-ELCA. These include the statement that sets a theological foundation for social statements (67-1219), the abortion statement (69-0062), and the death penalty statement (69-2571). Single copies of these statements with summary will be mailed in the January/February *Action Packet*.

Please check "Seeds" for other Churchwide Assembly resources which are available.

MISSION90 VIDEOTAPE

Our synod has purchased two copies of the MISSION90 video produced by the St. Paul Area Synod titled "Forever Words: Reading the Bible Today". That synod's MISSION90 task force brainstormed ways to encourage Bible reading in our congregations and produced the video with assistance from MOSAIC. It tells four powerful stories of Bible readers, which will enliven similar experiences of Bible reading among our congregations.

MISSION 90 SEE÷GROW÷SERVE

This video is intended for use in many teaching situations, confirmation classes, high school classes, nursing home or homebound visitations, and retreat settings. A study guide is available. You may borrow the video from the Region 1 resource center by calling 624-0093.

W A N T A D S

BOOKKEEPER/OFFICE MANAGER

Lutheran Social Services is seeking a person who is experienced in PC-based automated accounting systems. Salary range $20,000-$22,000. Please send resumes to Lutheran Social Services, 6920 - 220th SW, Mountlake Terrace, WA 98043. This position is available immediately.

SUPPORT STAFF IN REGION I OFFICE

The Region I Office in Seattle is seeking a person to fill a full-time position which requires computer skills to work with the audio-visual library, and stewardship and communications staff. Full ELCA benefits. Position available immediately. Contact Erma at 624-0093.

CHOIR DIRECTOR

St. Peter by the Sea Lutheran Church in Edmonds is accepting applications for a part-time Choir Director effective January 1, 1992. Two rehearsals and two Sundays per month. Contact Walt Singer at 745-5715.

SOLOIST

Gethsemane Lutheran Church in downtown Seattle is seeking a bass/baritone soloist/section leader. Liturgical experience preferred. Send resume to Director of Music, Gethsemane Lutheran Church, 911 Stewart St., Seattle, WA 98101.

ORGANIST

First Lutheran Church in Bothell is currently accepting applications for the position of organist, responsible for accompanying two Sunday morning worship services and a Thursday evening choir rehearsal, plus additional seasonal activities. The church organ is a two-manual, 20-rank, Balcolm and Vaughan. Salary currently budgeted is $6,090 annually. Send resume to First Lutheran Church, P O Box 246, Bothell, WA 98042, Attn: Donna Hillard.

FREE

A.B. Dick model 525 mimeograph machine with stencils and ink; you pick up. Call Edison Lutheran Church, Bow, WA, 766-6920.

SYNOD/REGIONAL FAMILY

We have learned of the death of Pastor Edmunds Macs on Nov. 4 in Tacoma. He had served the Lithuanian Church for many years both here and in the old country . . . please remember Ken Daugs as he recovers from his third angioplasty . . . We congratulate Eric Ranum and MaryBeth Bassett on their marriage in Minnesota on Nov. 29. There will be a reception in their honor at Christ Lutheran in Ferndale on Dec. 7 from 2-5:00 p.m. . . We extend our sympathy to Karen Hanson on the death of her grandmother . . . St. Matthew, Edmonds gathered over 240 pair of usable shoes which were delivered to a local fire station. October was "shoe collection month" in Snohomish County . . . Magnolia, Seattle is participating in a YWCA program for victims of domestic violence by collecting work clothing and delivering it to the YWCA . . .Advent, Everett harvested their own potato crop and delivered the potatoes to the Everett Food Bank base . . . St. James, Seattle commissioned Martha Simonsen for special ministry with survivors of domestic violence. Martha was one of the panelists at our synod assembly last June. She is organizing a support group for women survivors which will meet at St. James. Call 767-5940 for information . . . Carol Greenwood, a member of Luther Memorial, Seattle, has written a book entitled A Rose for Nana, a collection of stories and reflections about the God who speaks to us every day. It is published by Aglow Publications of Lynnwood, WA 98046-1548 . . . John Lee of St. Paul of Shorewood has recently returned from a trip to Korea, visiting the Yoido Full Gospel Church and local residents. At the Yoido Church, where 15,000 people worship, John wore a headset and heard the sermon and prayers translated into English. He was participating in the 12th annual Church Growth International conference.

SYNODICAL SPENDING PLAN FOR 1992

__55__ *% of every benevolence dollar given to and through our synod supports these synodical ministries:*

$__150,400__ (22)% **SUPPORT AND DEVELOPMENT OF PARISH MINISTRY**
strengthening congregational programs of worship, learning, witness, service and support; developing resource teams, training leaders; assisting rural, urban, and special parish ministries...

$__132,700__ (19)% **SUPPORT AND DEVELOPMENT OF MINISTRY LEADERSHIP**
providing for theological education in seminaries and through continuing education events; offering counsel and financial aid for students and professional leaders (lay and clergy); providing special internships...

$__4,900__ (1)% **SUPPORT AND DEVELOPMENT OF MINISTRIES WITH CHILDREN, YOUTH, WOMEN AND MEN**
nurturing ministry to and with children and youth; sponsoring synodical youth events; ministering through camps and retreats; planning for youth, men and women organizations...

$__221,700__ (32)% **WITNESS THROUGH SERVICE, ADVOCACY AND EDUCATION**
maintaining vital social service agencies to meet human needs; providing special ministries to elderly, troubled and disadvantaged persons; advocating for justice; supporting synod-related colleges and campus ministry...

$__133,600__ (20)% **COOPERATIVE MINISTRY RELATIONSHIPS**
working together in mission through organized clusters, conferences, and coalitions; regions; ecumenical groups and relationships...

$__15,500__ (2)% **INTERPRETATION OF MISSION AND MINISTRY**
developing communications through news inserts, newsletters, video productions, media resources; consultations and mission interpretation programs...

$__26,200__ (4)% **ORGANIZATIONAL SUPPORT FOR MISSION**
sharing in planning and decision-making through synod assembly and synod council...

$__685,000__ **(100%) TOTAL SYNODICAL PROGRAM FOR 1992**

NORTHWEST WASHINGTON SYNOD
5519 Phinney Ave. No.
Seattle, WA 98103-5899

NON-PROFIT ORG.
U.S. POSTAGE
Permit No. 133
Seattle, WA

ADDRESS CORRECTION REQUESTED

C A L E N D A R

NOV
- 23 Communications Committee, 10:30 am, LOMA
- 26 Global Missions Committee, 10 am, St. John, Seattle
- 28-29 SYNOD OFFICE CLOSED
- 29-12/1 Region I Youth Convention, Spokane

DEC
- 3 Board of Extended Ministries, 5:30 pm, St. John, Seattle
- 4 Executive Committee, 7:30 am, St. John, Seattle
- 5 Board of Congregational Life, 7:30 pm, Prince of Peace N, Seattle
- 10 Finance Committee, 6 pm, Prince of Peace N, Seattle
- 12 Stewardship Committee, 3 pm, Region I Office, Seattle
- 24-25 SYNOD OFFICE CLOSED

JAN
- 1 SYNOD OFFICE CLOSED
- 7 Board of Extended Ministries, 7 pm, St. John, Seattle
- 8 Executive Committee, 7:30 am, St. John, Seattle
- 11 Parish Education Committee, 9:30 am, Augsburg Fortress, Mountlake Terrace
- 18 Synod Council, 9:00 am, St. John, Seattle
- 20 SYNOD OFFICE CLOSED

HEWLETT LIBRARY
GRADUATE THEOLOGICAL UNION
2400 RIDGE ROAD
BERKELEY, CA 94709

CALLS ACCEPTED LP=Lead Pastor A=Associate Y=Youth Pastor

None this month

AIM APPOINTMENT(S) ACCEPTED

None this month

INSTALLATIONS

None this month

ORDINATION(S)

None this month

ANNIVERSARIES

St. Matthew, Edmonds 30th 11/05/91

DEDICATIONS

None this month

RESIGNATION(S)

None this month

RETIREMENTS

Emery T. Rohde Our Saviour's, Arlington 07/31/91

TRANSFER(S) IN/OUT OF SYNOD

None this month

CONGREGATIONS IN CALL PROCESS NV=New Vacancy Int=Interim
CP=Congregational Profile I=Interviewing C=Calling

Arlington, Our Saviour's	CP	Tim Carraher, Interim
Bethany, Bainbridge Island	Int	Earl Anderson, Interim
Concrete, Shepherd/Hills	C	
Issaquah, Our Savior's (LP)	NV	
Seattle, Lakeridge	Int	Lothar Pietz, Interim
Seattle, Phinney Ridge (Assoc)	C	Don Maier, Pastor
Stanwood, Freeborn	Int	Paul Running, Interim
Stanwood, Josephine Sunset Home (Chaplain)	NV	
Startup, Shepherd/Hills	Int	Don Clinton, Interim
Seattle, Gethsemane (LP)	Int	Sonja Johnson, Interim
Woodinville, Wooden Cross		

PLEASE NOTE: IF YOUR CONGREGATION IS SEEKING A LAY PROFESSIONAL (ASSOCIATE IN MINISTRY), PLEASE CONTACT THE SYNOD OFFICE. THANK YOU.